

Gender capacity assessment and development in four Livestock and Fish value chain countries: Ethiopia, Uganda, Tanzania and Nicaragua

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Outline of the presentation

- Why gender capacity assessment?
- Framework for gender capacity assessment
- Levels of analysis of gender capacities
- Tools used to assess gender capacities
- Number of research and development organizations per country
- Major findings
- Conclusions
- The way forward

Why gender capacity assessment of partners?

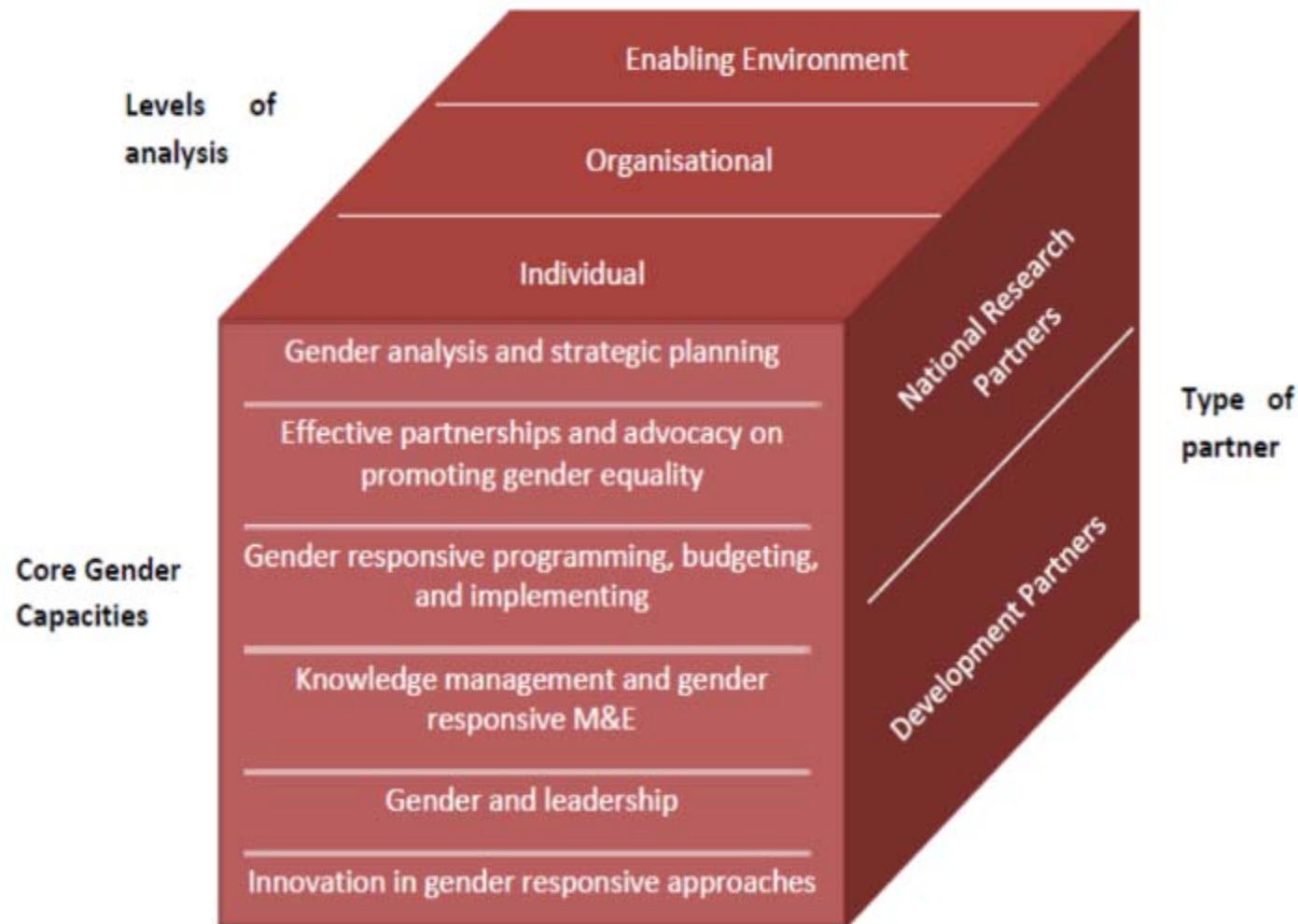
- Identifies gender capacity gaps in a project, program, organization and along the value chains
- Provides a starting point for working on a gender capacity development response strategy
- Identifies opportunities for resource investment (human and financial)

Why gender capacity assessment? Cont...

- Identifies opportunities for working with partners on gender capacity development
- Establishes baselines and indicators for M&E of capacity development



Three-dimensional framework for gender CA



Three levels of analysis of capacity for gender integration



National policies, rules and legislation, regulations, power relations and social norms

Internal policies, arrangements, procedures and frameworks allowing an organization to operate and deliver on its mandate

Skills, experience, knowledge, leadership and motivation of people

Number of research and development partners assessed by country in 2014-2015

Type of organizations	Ethiopia	Tanzania	Nicaragua	Uganda	Totals
Research	3	2	2	1	7
Development	3	5	5	6	17
Totals	6	7	7	7	24

Three tools used to assess gender capacity

1

FGD and questionnaire for organizations

- ✓ Facilitated self assessment
- ✓ Management and key staff of the organization
- ✓ Assessment was made for each partner organization individually
- ✓ Step-by-step analysis of core gender capacity, discussion and clarification
- ✓ Scoring on parameters and detailed questions for both quantitative and qualitative data

2

Questionnaires for individual staff members

- ✓ Scoring on parameters and optional comments
- ✓ Prioritizing capacities for CD
- ✓ Print out forms or google forms
- ✓ After FGD with organizations

3

Key informant interviews for enabling environment

- ✓ For gender experts who have substantial experience and strong knowledge about national policies related to gender
- ✓ Group interviews
- ✓ No scoring

Scoring the capacities

- 1= Very Low: No evidence or only anecdotal evidence of the gender capacity
- 2= Low: Gender capacity exists but has not been developed
- 3= Medium: Gender capacity exists and is under development or partially developed
- 4= High: Gender capacity exists, is widespread, but not comprehensive, further development is planned or needed
- 5= Very High: Gender capacity exists and is fully developed and integrated into the organization – no more capacity development needed

Copy of Copy of Assessment tool development partners_Doyogena Woreda Office of Agriculture - Excel

Tafesse, Shiferaw (ILRI)

	A	B	C	D
8				
9		Gender analysis and strategic planning		
10	FGD Definition	The capacity to design and conduct gender analysis within the context of any of the flagships, access to and level of knowledge and experience in applying gender analytical tools and methodologies, and the capacity to use gender analytical data to inform new research and policies and to create new opportunities that can be leveraged to support the program activities and eventual scaling up.		
11	FGD	Make sure that everyone understands the definition of gender analysis and gender analytical tools. Discussion: what are gender issues in the targeted value chain? • Gender division of labor (productive, reproductive, community roles) and roles; • Gender differences in access to markets and control resources, technologies, labor, power and the benefits of their work, including financial resources; • Gender differences in decision-making and leadership; • Nature and level of participation of men and women in livestock and fish value chains; • Gender differences in educational level and technical knowledge Give some examples. Are these gender issues analyzed by the organization?	Current score (1-5)	Comments
12	A.II.1	The capacity to analyze gender dynamics within the value chain	2.5	There is lack of commitment amongst some experts and the levels of understanding of gender issues varies among the experts. Some experts don't bring reports that sex disaggregated by they recommend changes. They've been exposed to awareness campaigns but commitment is low.
13		<i>To what extent are gender dynamics within the value chain, including interpreting the various gender roles played by men and women, access to and control of resources and benefits, and other gender issues that enhance or hinder men and women to equitably benefit from the value chain, analyzed and understood by the organization? How does the organization know of these gender issues?</i>	3	
14		<i>To what extent are incentives and procedures in place to ensure that staff applies gender analysis in their work? To what extent do staff always apply gender analysis in their work, e.g. before starting a project or intervention? Are projects checked on the existence and quality of gender analysis?</i>	2	
15	A.II.2	The capacity to develop strategies to address gender dynamics in the value chain	3.0	They are doing projects such as poultry and vegetable production after identifying the gap between men and women. The female participant gave 2 but no male participants said 3. overall, four of them gave 2 and 5 said 3
16		<i>To what extent are strategies developed to address gender dynamics in the value chain? What kind of interventions have been developed and implemented in 2014?</i>	3.0	
17	A.II.3	The capacity to apply gender analysis tools and frameworks	2.0	The office has no gender strategy in place and the number of women staff is quite low (two to be more specific). At leadership level, no woman is represented. At the beginning of the discussion, although, the office explained that gender is mainstreamed in all activities, during the focus group discussion, it was pointed out that the mainstreaming is not institutionalized and the capacity of staff to carry out gender analysis and strategic planning is very limited. There are tools but they don't use them. They couldn't mention any kind of tool used.
18		<i>To what extent are gender analytical frameworks and tools to identify and address gender-based constraints and opportunities in technology and value chain developments in the targeted value chains applied? Which frameworks and tools are normally used?</i>	2.0	
19		<i>To what extent does the organization make use of a toolkit or inventory of tools?</i>	2.0	
20	A.II.4	Providing access to gender (analysis) training for female and male staff	1.0	Nobody has been trained

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READY 95%

Scores are entered next to the question. The comments should be entered next to the parameter.

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Major Findings

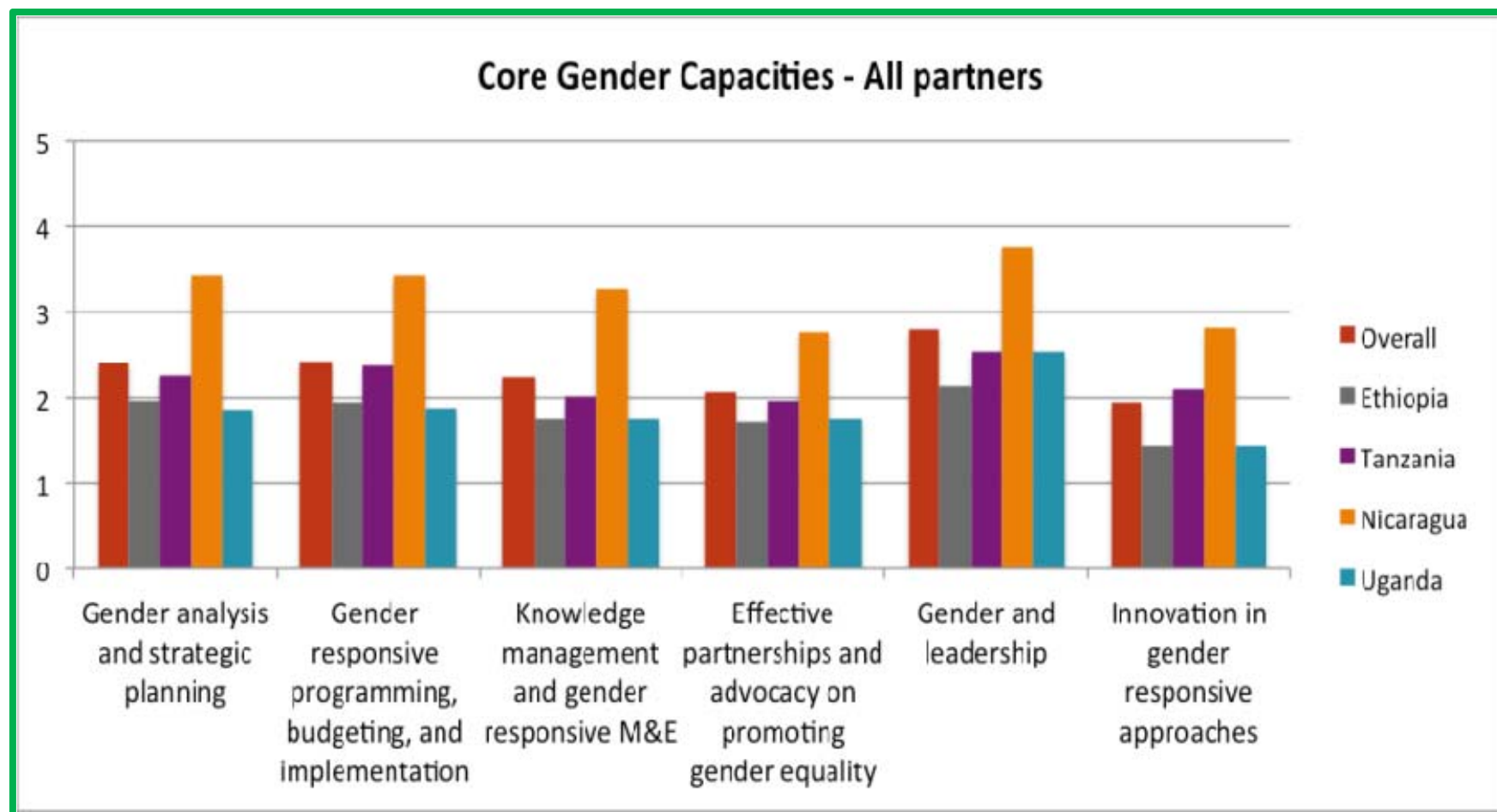
Overall findings in the four countries

- The governments of Nicaragua and Ethiopia have relatively well-developed and specific gender policies
- Comparing our partners in the four countries, those from Nicaragua stand out with the best-developed gender capacities.
- Nicaragua partners have an overall average score of 3.2 (out of 5), compared to Tanzania (2.2), Uganda (1.9), and Ethiopia (1.8).

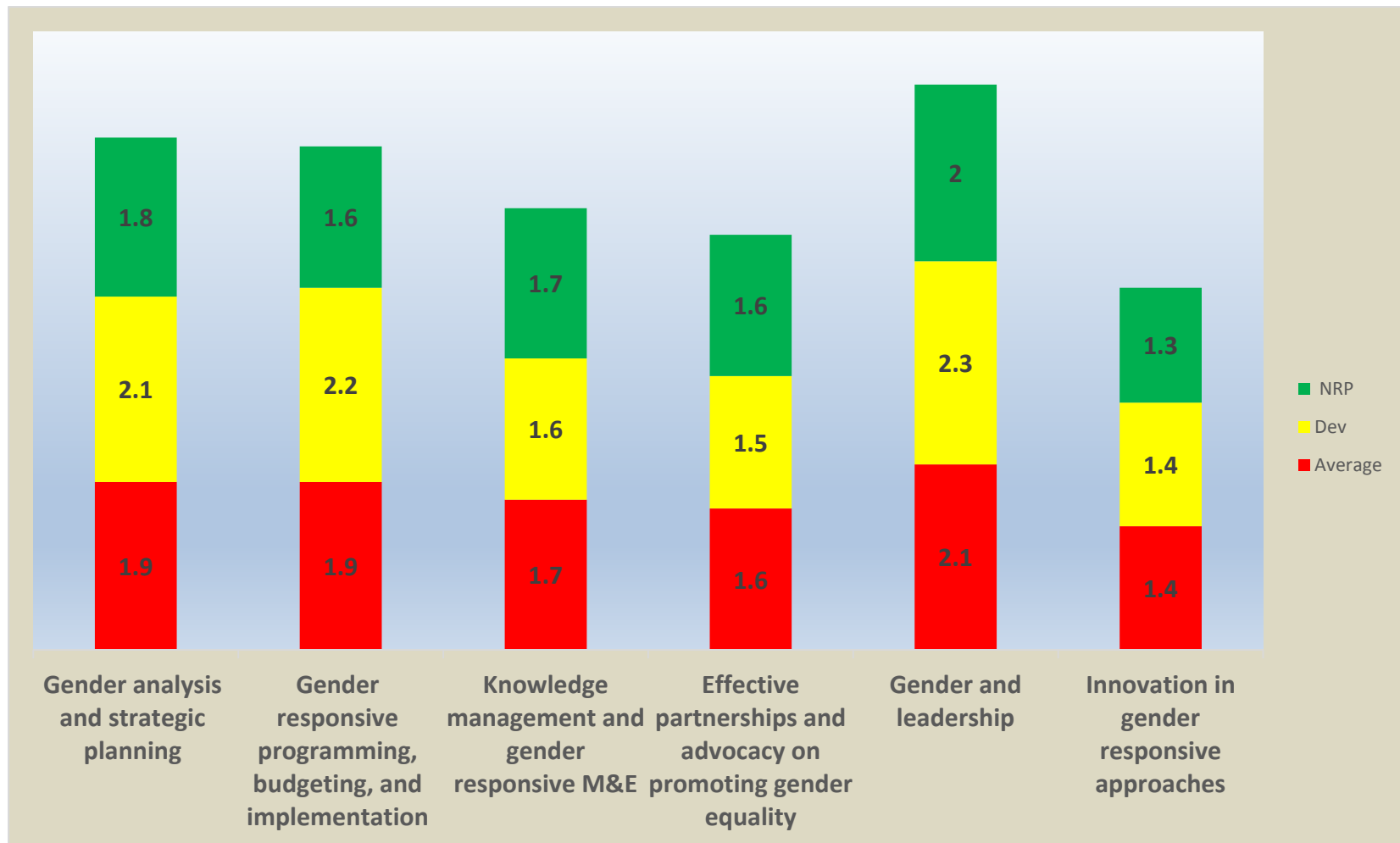
Overall findings...

- Development partners score higher on all core gender capacities than research partners in each country
- Organizational ‘interest in and commitment’ to support ‘gender and leadership’ scored highest not matched by actual capacity
- The capacity for ‘innovation in gender responsive approaches’ is the least developed.

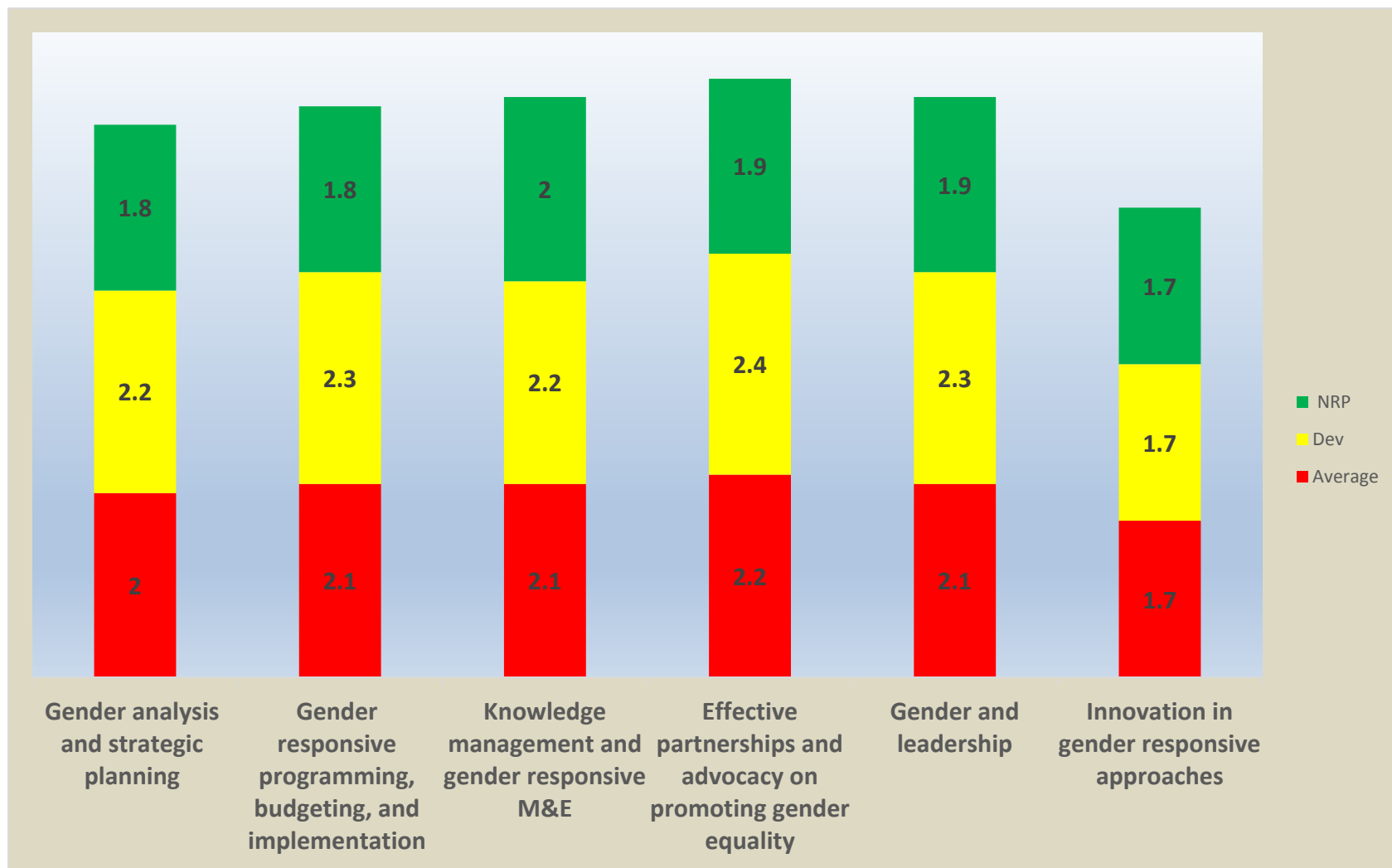
Overall core gender capacities of all partners in the four countries



Organizational core gender capacities of research and development partners in Ethiopia



Individual core gender capacities of research and development partners in Ethiopia



Conclusions

- Within and between partners in the four countries, there are substantial differences in capacity
- As conditions vary widely across partners in the four countries, partner-specific recommendations for capacity development have to be made.
- Overall, development partners score higher on all core gender capacities.
- A supportive institutional environment contributes to better developed capacity

The way forward: Developing the capacity of research and development partners

- Share results and discuss interventions with partners who participated in the assessment
- Design and implement country-specific gender capacity development interventions for both research and development partners
- Measuring outcomes of the gender capacity development interventions

Information sources

- ILRI and Transition International. 2015. Gender Capacity Assessment and Development Guide. ILRI.
- <http://livestock-fish.wikispaces.com/capdev>

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